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University of Central Florida

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The UCF Report

Volume 15, Number 4

The University of Central Florida newspaper for faculty and staff

Sept. 23, 1992

Clips

South Florida hungry for hurricane relief

The Florida International University Foundation has established a hurricane relief fund to help rebuild south Florida.

Those wishing to contribute can send donations to: FIU Foundation, Hurricane Relief Program, University Park, PC230, Miami, 33199.

Also, in an effort to ease some of the lingering sting of Hurricane Andrew's devastation in south Florida, the Metro Orlando Economic Development Commission of Mid-Florida has launched a fund-raising campaign to help rebuild communities there.

The hope is to collect \$1 billion for that cause. According to commission members, there is a critical need for cash to support the emergency and revitalization effort. Tax-deductible contributions can be made to:

State of Florida — Hurricane Relief Fund, Office of the Governor, The Capitol, Tallahassee, 32399; or to:

American Red Cross, Florida Disaster Relief Fund, P.O. Box 7000, Tallahassee, 32314.

To donate goods and commodities, call the Hurricane Relief Center, 790-5240 or 800-354-3571.

UCF Theater casts 'Spring Awakening'

The University Theater at UCF recently selected the cast for its season opener, the play "Spring Awakening."

The upcoming production, which will open Thursday, Oct. 15, and play through Sunday, Oct. 25, is directed by James Cali, and features a cast of 22.

Opening night curtain is set for 7:30 p.m. to allow audience members to better enjoy a reception following the performance. All other evening performances will begin at 8 p.m., and Sunday matinees are at 2 p.m.

For ticket information, call the UCF Theater ticket office, x1500, between 10 a.m. and 5 p.m.

Campus roads closed for Saturday kids' race

Two roads leading into the main campus will be closed for 15 minutes early Saturday, Sept. 26, for the Threshold Run.

Centaurus Drive and University Boulevard east of Alafaya Trail will be closed 8:10-8:25 a.m. Volunteers will work traffic control.

United Way an opportunity to help

Dear Colleagues:

At the University of Central Florida we care about the communities where we live and work. That means a commitment to being a good neighbor and to caring about each other, particularly in times of need.

We again have the opportunity to demonstrate our community spirit and leadership through the United Way. I wholeheartedly endorse this once-a-year campaign and the support of 84 United Way-funded service providers through the donation of our time and money.

The human care services provided by these agencies are helping not only the sick, disadvantaged or handicapped, but average families who face unexpected problems or require professional help to meet basic human needs.

What really sets United Way apart, however, is that a broad cross-section of local volunteers — citizens of our community — decide how contributions will be used to

the community's best advantage. It is one of the most open, fair and equitable systems ever devised.

I am very proud of the past support you have given to the United Way. Now, it is time to make our commitment for the 1992 Campaign. Our campus campaign, which gets underway today, is being led by co-chairs, Jo Ellen Borum and Barth Engert. Please remember that your financial contributions are needed in our community, and your thoughtful consideration of making a first-time pledge or increasing your pledge is much appreciated.

Thank you for being a part of the solution. You are lighting the way for people in need and helping to build a better, more caring community for all of us.

Cordially yours,

John C. Hitt
President

Embracing another academic year



President John Hitt and his wife, Martha, greet UCF employees during a welcome-back reception in the arena on Sept. 15. The reception is an annual event open to all university employees.

Hitt: raises top priority

Budget issues dominate Faculty Senate meeting

Burdened with back-to-back years without pay raises, University of Central Florida employees could receive salary increases this year, President John Hitt told the Faculty Senate at its first meeting of the academic year, Sept. 10.

He is making it his "first priority to get raises for faculty and staff," Hitt promised.

"I know we need money for other things, but we've got to get our raises," he said. He noted that the mere fact that state employees have not had pay increases in almost two years is a "crisis" in itself, setting aside the university's other concerns caused by Florida's budget woes.

The last pay increase, 3 percent, was in January 1991, six months after

Please see SENATE, page 7

President welcomes back employees, students

The fall semester is always a special time on a university campus. We greet returning friends with renewed energy and are blessed by new colleagues, new students and new beginnings. Indeed, one of the best features of academic life is its punctua-



Hitt

tion by natural beginnings and endings. As we return this fall, we rejoice in the many accomplishments of UCF faculty, students and staff. Grant and contract activity last year reached a new high, \$28.4 million. That speaks powerfully of the creativity, skill and energy of our faculty and staff. Support from alumni, friends and the corporate

community continues to grow. Donations to UCF reached a new high of \$4.4 million, and the endowment of the UCF Foundation reached \$22 million. Enrollment set a new record this fall at 21,650, and we welcomed students into our new program in physical

Please see HITT, page 7

Message from the president

Next issue of *The UCF Report* is Oct. 7 • Deadline is Sept. 30

University of Central Florida
P.O. Box 2500
Orlando, Florida 32816
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Memorandum

To: All faculty
From: Dee Hamilton, Quick Copy
Subject: Procedures for printing tests

The system for handling tests was set up with confidentiality and your convenience in mind.

Any and all tests should be accompanied by a signed, completed job order ticket.

They must be secured in a locked test bag provided by our office. If your department does not have a security bag or would like an additional one for rush times, please contact either of the copy centers, x2065 or x2410, to request one.

Please call either center if you have a test that needs to be completed and our staff will pick up the locked bag and deliver it to a designated test area in Phillips Hall, room 204. All tests will be duplicated by a staff employee. The completed order will then be secured and delivered back to the point of origination.

It is helpful for faculty and staff to remember that during rush times we need as much notice as possible for pick up and delivery. There are many other jobs to be completed by our staff.

If you have any questions, please contact me at x2065.

To: Faculty and administration
From: Pamela Mounce, student affairs
Subject: Who's Who applications

It is time again to nominate outstanding students for Who's Who Among Students in American Universities and Colleges. Students are evaluated on the basis of scholarship; participation and leadership in academic and extracurricular activities; citizenship; service to UCF and potential for future achievement. Juniors, seniors and graduate students are eligible to apply.

Application forms are available in the student affairs office and at the Student Center. Application deadline is Friday, Oct. 9, at 5 p.m. Please return application forms to student affairs, ADM 282. A screening committee made up of faculty, staff and students will then select UCF representatives for Who's Who.

Thank you for your help.

To: University community
From: Peggy Hightower, physical plant
Subject: Surplus sale

Surplus property has set tentative sale dates for Nov. 3 and 4.

Please comply with the following deadlines that have been established. Friday, Oct. 2, is the last day to submit Form 812. (We must receive Form 812 by this date.) Oct. 16 is the surplus pick-up cutoff date; we will resume pick-up on Dec. 7. Oct. 23 is the last day for departmental transfers.

As always, your cooperation is greatly appreciated.

To: Faculty and staff
From: John Bolte, administration and finance
Subject: Alterations and improvements

Various building codes and safety requirements make it imperative that an alteration and improvement (A&I) form be completed for any work requiring a change or modification of campus buildings or grounds. This form is available in the work management center, x2471, in physical plant.

Upon receipt of the completed form by the work management center, the alterations and improvements coordinator will insure that all codes and conditions are met and that necessary approvals are obtained from controlling agencies and departments. Individual administrators are not authorized to contract for work without these approvals. The A&I form may also be used to receive a price quote before giving a final approval for completion of the work or the work may be approved and scheduled without preliminary quote. When jobs must be bid by purchasing, the A&I coordinator will make arrangements with the appropriate department or departments to develop specifications.

No work may be done at any campus location unless the above procedure is followed. The facilities planning and physical plant staffs are available to assist you in every way possible. Please feel free to contact them before you proceed or if you have any questions.

To: All faculty and staff
From: Denise Young, international studies
Subject: Deadline for submissions for the international studies newsletter

The office of international studies is a university-level office which coordinates and serves as a clearinghouse for all international activities of the university. The goal of the office is to make the university more global in its perspective.

The tasks associated with this mission are wide and varied. For instance, in addition to coordinating study abroad, the office of international studies will work with faculty on the internationalizing of the curriculum and faculty development. It will serve as a liaison on international topics with the community, the BOR, the state, and other SUS institutions.

One important tool in the internationalization of a campus is a vital newsletter. The office of international studies publishes a university-wide newsletter two times a year. The newsletter serves as a resource to those who wish to have information related to our international dimension.

The first issue of the newsletter was published in the fall 1991 semester and served as the impetus for significant cross-disciplinary contacts. The next issue will be published in the fall 1992 semester.

Below is a list of the types of information that will be included in the newsletter. Please submit all items to the OIS, PC 542, room 114, by Oct. 15 in order to be included in the next issue. Please indicate your name, department, college or school, and phone number on each item. Thank you.

- Articles on international topics of university-wide interest such as the European community;
- Announcements of university-wide interest: There will be one section for each school or college within the university reporting on activities from the past semester and announcing upcoming activities. Activities would include student or faculty exchanges, speakers from other countries, speakers on international topics, new courses with an international perspective, international issues being addressed by the national association for your discipline, community service, research, grants, papers, publications, etc.;
- Information on international programs of interest to the entire university community such as the area studies program and the foreign language department;
- Information on other institutions in Orlando, other SUS institutions, and the Linkage Institutes;
- Community/university liaisons on international topics;
- Other. (Anything of international significance you would like to share with the university community.)

UCF's *The Florida Review* receives \$4,105 state grant

The Florida Review, the nationally-recognized literary magazine published by UCF's English department, has been awarded a \$4,105 grant from the Florida Department of State, Division of Cultural Affairs.

This is the third consecutive year in which *The Florida Review* has been awarded a grant from DCA, though

this year's grant is the largest yet.

Starting date for the grant is Oct. 1, the ending date is Sept. 30, 1993.

The award will be used to further the magazine's goals of greater circulation and continued production quality.

For information, call the English department, x2212.

'Catch 22' author to lecture at Student Center on Oct. 19

Writer Joseph Heller, author of the novel "Catch 22", will give a free public lecture in the Student Center auditorium on Oct. 19.

The lecture is the latest in UCF's Distinguished Author series.

It is scheduled for 8 p.m. A reception is at 7 p.m., with reserved seating for those at the reception. Cost for the reception is \$8, \$5 for students.

For information, call the English department, x2212.

Official Ballot

To spotlight the UCF employee of the month

I nominate: _____
(name) (campus address)

to be UCF employee of the month. (Nominee must have been a University Support Personnel System employee at least two years.) Any employee, including faculty and A&P, may nominate a candidate on the basis of job performance, dependability, attitude, etc. A name submitted remains in the pool of eligible candidates for one year.

Signed: _____
(name) (campus address, phone)

Cut ballot and return to personnel, EOM. (Mark envelope "confidential.")

Every ton of Recycled Paper saves:

- 17 trees
- 7,000 gallons of water
- 4,200 kilowatt hours of energy
- 3 cubic yards of landfill space
- And keeps 60 pounds of pollution out of the air

News to Note

University launches search for provost

A search committee will begin reviewing next month the estimated 150 to 200 applications for provost that are expected to pour into the

About 150 expected to apply

University of Central Florida. Officials at the university are optimistic the provost search will be completed and someone identified and available on campus during the spring term.

The need for a provost arose when Richard Astro resigned in July after six years in that position. Astro's resignation is not effective until August 1993.

The nationwide search for his replacement formally began early this month when a 17-member search committee was established. The committee is composed of representatives from the faculty, staff, students and alumni.

A total of four advertisements for the position will be placed in *The Chronicle of Higher Education*, a national publication geared toward university and college administrators, faculty and staff.

The committee will begin reviewing applications on Oct. 15. In November, the application process will be "wrapped up" and the interviewing

process will likely begin in late January, said Frank Juge, committee liaison for academic affairs.

President John Hitt told the Faculty Senate at its September meeting that he would like to have candidates here by January.

The university should have its next provost identified by the middle of March, he said.

Members of the search committee are:

Joyce Lilie, associate professor, political science; Jose Fernandez, professor, history;

Glenn Cunningham, professor and Faculty Senate chair, chemistry; Patricia Fandt, associate professor, management; Charles Dziuban, professor, education foundations;

Donald Malocha, professor, electrical engineering; Bobbie Primus Cotton, associate professor, nursing; Jeannette Ward, librarian, library serials;

Belinda McCarthy, dean and professor, College of Health and Public Affairs; Dan Holsenbeck, assistant professor and senior counsel to the president, president's office;

Lee Tubbs, associate professor and vice president, student affairs; Jason DiBona, student, student government; Debbie Komanski, alumna, Alumni Association;

Valerie King, psychologist, Counseling and Testing Center; George Stegeman, professor and endowed chair holder, CREOL; Charles Evans, manager, bookstore/retail; Ronnie Clayton, associate professor and department chair, finance, who is chair of the search committee.

Just the facts

What: Search for provost

Why: Current provost Richard Astro resigned, effective August 1993

When: Search is on-going through fall semester

Key dates: Oct. 15 is the last day applications will be accepted.

on campus during the spring term.

The need for a provost arose when Richard Astro resigned in July after

Magazine ranks UCF among nation's best

The University of Central Florida claimed a spot as one of the nation's best universities for the second consecutive year in a *U.S. News & World Report* study it was announced Sept. 17.

UCF was ranked 11th among regional colleges and universities in the South by the magazine in its sixth annual "America's Best Colleges" special report. The ranking was the same spot the university earned in 1991. This marks the third time in four years UCF has been recognized by *U.S. News & World Report* as one of the country's top universities and colleges.

Florida institutions joining UCF in the regional listing were Stetson University (ranked fourth), Rollins College (fifth) and Florida International University (ninth).

Twelve states comprise the southern region, and the magazine listed the 14 best universities or colleges. For the second year North Carolina's Wake Forest University was the region's top ranked school.

The magazine referred to regional institutions as

those that "award more than half of their bachelor's degrees in two or more professional or occupational disciplines ... and many provide both the kinds of professional programs found at large state universities and the intimate setting of a liberal arts college." According to the magazine, 558 institutions fit into that category nationwide.

Included in the study were 1,373 four-year schools (institutions with 200 or fewer students were excluded). They were ranked according to a system that combined statistical data with the results of an exclusive *U.S. News* survey of academic reputations among 2,527 responding college presidents, deans and admissions directors, resulting in a 62 percent response rate.

Editors explained that to determine a school's overall rank the reputational scores were combined with data provided by the schools. These statistics measured the selectivity of the student body; the degree to which the school financially supports a high-quality full-time faculty; the school's overall financial resources as determined by the total 1991

expenditure for its education program (the sum spent on instruction, student services and academic support) divided by its total enrollment plus all other 1991 spending per student; and the level of student satisfaction based on the average percentage of students in the 1983 to 1986 freshman classes who graduated within five years of the year they enrolled.

Using that formula, UCF placed 13th in the region in academic reputation, eighth in student selectivity, 21st in faculty resources, 59th in financial resources, and 22nd in student satisfaction. Its overall score was 84.8.

The schools were divided into categories using the standard guidelines established by the Carnegie Foundation for the Advancement of Teaching. To simplify the groupings, *U.S. News* combined some smaller categories into larger units, and some larger categories were subdivided regionally. This produced 14 groupings of schools categorized by size, selectivity, types of degrees offered, dollar amount of campus research and region.

Presidential inauguration scheduled

Plans are being finalized for the official inauguration of John Hitt as the University of Central Florida's fourth president. A week of activities involving students, staff, faculty, alumni and the community will center on the formal inauguration ceremony scheduled for Nov. 19.

Highlights include a lecture by former hostage Terry Anderson. Anderson, who is chief Middle East correspondent for the

Associated Press, was held captive in Lebanon for seven years. The lecture is free and open to the public. The ceremonies are scheduled to coincide with a meeting of the Florida Board of Regents taking place on the UCF campus that same week.

Hitt was selected president in November 1991 and assumed office on March 1.

— By Bill Doughty

Tentative inauguration events

Date	Activity	Location
Nov. 14	Pregame tailgate party	Citrus Bowl
Nov. 14	UCF vs. James Madison	Citrus Bowl
Nov. 16	Distinguished lecturer Terry Anderson	UCF Arena
Nov. 17	Alumni & friends breakfast	Brevard Campus
Nov. 17	Alumni & friends lunch	Daytona Campus
Nov. 18	Alumni breakfast	Downtown
Nov. 18	UCF vs. Ukrainian Nat'l team, exhibition basketball	UCF Arena
Nov. 19	Delegate & faculty continental breakfast	Library
Nov. 19	Inaugural ceremony	Education gym
Nov. 19	Campus Showcase	Campus green
Nov. 19	President Hitt's family & friends luncheon	President's Room
Nov. 20	BOR meeting	UCF Arena
Nov. 20	BOR luncheon	UCF Arena

(Times to be announced)



You Light The Way

Your gift of hope is a beacon of hope for the future. Your contributions are needed now more than ever to satisfy the human care needs in our community.

Did You Know?

- 86.5 cents out of every dollar you give goes directly to the 84 agencies and programs supported by the United Way.

- Your contributions stay in our community helping narrow the gap between needs and services.

- Volunteers make United Way work efficiently and effectively. By donating thousands of hours, they keep administrative and fund-raising costs to a minimum.

Please be generous when asked to give. Your gift will light the way and help make the future brighter for all of us.



YOU LIGHT THE WAY

UCF professors receive lesson in poverty, reach out to Dominican Republic's poor

The toy car was made from a tin can and hand-carved wooden wheels. A child was happily playing with it in the dirt outside the rickety shanty where he and his family lived.

The image of that child, seemingly oblivious to the poverty surrounding him in the Dominican Republic, is etched in Barbara Judkins' memory.

"That child was just as happy with that little car as a child in the United States would have been with a very expensive toy," the associate nursing professor said, recalling the scene from four months prior.

In May, Judkins and two other UCF faculty members, assistant nursing professor Sharon Koch-Parrish and education professor Marcy Kysilka, joined a group of Central Florida educators, business professionals and community leaders for four days of meetings and field work in Santo Domingo, Dominican Republic. The trip was sponsored by the Dominican Foundation, the Dominican Institute for Integral Development, American Airlines and United States Information Service.

Guards with guns, some defending private homes, welcomed the Americans to Santo Domingo as they drove from the airport to the city's barrios. Many of the slums they visited were built on hills, homes mysteriously clinging to slopes. Narrow winding roads without names weaved through the slums, piles of garbage on both sides. Electricity to the homes was pirated, stolen from utility lines and connected dangerously from shack to shack.

"We were impressed people could live in dwellings attached to the side of hills," Judkins said. "They were made out of anything they could get their hands on: pieces of steel and concrete. They were really squatters on land that belonged to very wealthy land owners."

Children dressed in clean clothes stood next to graffiti-stained walls while waiting to go to school. There were very few books; and those they did have students shared.

"I expected to see poor like in this country," Judkins said. "But what they've done to motivate themselves is absolutely amazing. They are highly motivated people."

While in the Dominican Republic, which splits a small island with neighbor Haiti, the group met with U.S. officials and representatives of the Dominican government to discuss future collaboration and to observe the work being accomplished by IDDI to address the grave situation that faces residents of the city's slums.

Sheila Wolf, director of development for the Dominican Foundation, said UCF professors play a critical role in helping the poor in the Dominican



Children in Santo Domingo, Dominican Republic, dressed in surprisingly nice clothes considering the poverty in which they live, wait for school to begin.

Republic. After assessing the needs of the poor, the professors came up with ways to help alleviate some of the obstacles standing in the way of proper health care and formal education. Grants are currently being pursued so that health and education programs can be implemented in the Dominican Republic.

The eventual plan, Judkins said, is to have several universities working together to staff and administer health clinics and schools. She said it is possible that within the next

two years graduate students will be able to go to the Dominican Republic for three to six weeks at a time to teach and work in clinics.

"One of the things that would be ideal is to see some exchanges of university students. It would be an international experience, help broaden view points," Judkins said. "Right now it's important to raise the level of awareness of people in this country as to the needs of the people in the Dominican

Republic and of their situation. These people see no hope for themselves."

The typical misconception that the poor want a handout is not true, she said. "They want to do these things themselves. They don't want to ask for handouts. They don't want us to do for them. They want us to work with them."

The people living in the barrios want to organize themselves so they can accomplish community development, Judkins said.

With hard work, she added, it is possible to avert some of the problems like those plaguing Haiti.

The Dominican Republic is almost as poor as Haiti now, Wolf added. In the Northern Hemisphere it has the fourth worst standard of living. Nearly 65 percent of Santo Domingo's population lives in abject poverty. UCF could help change that, she said. "I'd love to see our relationship with UCF grow and expand to include other disciplines, not just health and education."

Partnership in action

Life in the D.R.: Citizens struggle daily to survive

Today, the Dominican Republic is facing a series of grave and progressively worsening problems that have produced a constant deterioration of the quality of life for much of the population.

At the rural level, the precarious living conditions of the "campesinos" is so acute that it produces a forced migration toward the urban centers. Some of the conditions that rural communities are currently being

subjected to are: an unjust structure of land tenureship; a concentration of income and social privileges in certain sectors at the cost of underpaid workers; a high rate of illiteracy; chronic nutritional deficiencies; a deterioration of workable land; desertification; deforestation; and many other problems that affect the Dominican countryside.

In the cities, the migrants find a situation of unemployment, underemployment, high density, crowding and inhuman living conditions, shortages of potable water, no basic infrastructure or services, and a high degree of environmental contamination. This situation is aggravated by the lack of adequate medical attention resulting in a very low standard of living.

The Dominican society hit worst by all of this is the poor. This population

does not possess the sufficient mechanisms to allow itself an adequate degree of self-protection, nor does it have the tools to build a better future for its families.

The models that are currently being employed have been unable to improve this situation and there presently exist few initiatives with the innovative vision that is required to confront the current problems.

The Dominican Foundation tries to fill this vacuum by supporting those organizations in the Dominican Republic, specifically in the capital city of Santo Domingo, that promote participatory, integral development — development in which members of the beneficiary community actively participate in their own development.

Source: Dominican Foundation



Young Dominican children smile for a photograph.

People

David Brunner, assistant music professor, has published a composition for children's voices and piano in Boosey and Hawkes' "Choral Music Experience: Education Through Artistry" series. It is the companion piece to another composition published last year under the title "Two for Fun." His article on "Choral Repertoire: A Director's Checklist" was published in the September issue of the Music Educators' Journal.

Small Business Development Center Assistant Director Kathie Holland received the Women Helping Women Award from the Soroptimist Club

of Orlando. The club is part of Soroptimist International, the world's largest classified service organization for executive and professional women.

Moshe Pelli, director of the Judaic Studies Program, participated in the 1992 session of the Continuing Workshop on University Teaching of Hebrew Language and Literature. It was sponsored by the International Center for University Teaching of Jewish Civilization under the auspices of the president of Israel. The workshop was held in Jerusalem, July 12-13, and was devoted to the subject of "Foreign Language Studies in the Era of

High Technology: The Hebrew Language as Case Illustration." At the conference, which is held once a year, Pelli chaired a session on the use of computer software for the teaching of Hebrew.

College of Arts and Sciences Dean Edward Sheridan recently became only the 10th person to receive a diplomate in clinical health psychology from the American Board of Professional Psychology. He also completed his term as chair of the American Psychological Association Accreditation Committee and has been elected to the APA Board of Education Affairs.

Fellowship award



Ronald Hendricks, a member of the Link Foundation's technical assistance board, presents a Link Fellowship award to Julie Carrington during a ceremony in the president's office on Sept. 17. Also pictured are President John Hitt, center, Institute for Simulation and Training Executive Director Louis Medin and Debbie Goff, an administrative assistant at IST.

Employee of the month

Sense of humor makes work fun

When Karen Cobbs laughs, the world — or at least her co-workers — laugh with her. What that means is the folks in the College of Education's instructional programs office spend a lot of time chuckling.

They can't help it, said Linda Esposito, senior secretary. Cobbs, September's employee of the month, just has that effect on people.

"She has a great sense of humor. You can come to the office in a bad mood, and within 30 minutes you're laughing and having a good time," Esposito said.

Cobbs loves the lighter, huggable side of life. In fact, one of the secretary's favorite hobbies is sketching Norman Rockwell drawings. It's the pleasantness and warmth of Rockwell's images that she enjoys and tries to copy.

Even if she doesn't quite match on paper Rockwell's "All-American pictures," Cobbs has found a way to

reflect those wholesome images in real life. In a way, her life is very much like a Rockwell masterpiece.

Cobbs, who spent much of her childhood in Orlando and graduated from Edgewater High School, is married and has two children,

Courtney, 7, and 4-year-old Jenise. Her family, just like the families in Rockwell's creations, is the center of her life. If there is a dark side to Cobbs, she keeps it well in check.

"My life is boring," she said, laughing and not really serious about

the comment. "Being named employee of the month is about the most exciting thing that has happened to me."

"I was shocked when I got this (award). I'm not one of these people who stuff like this usually happens to."

Cobbs said it was nice that she was nominated at all.

"I was really pleased someone took the time to nominate me, that they recognized the work I'm doing," she said. "I really didn't expect to get it (the award) though. I'm thrilled. It's an honor."

For her, the employee of the month award is a bonus to an already good situation.

"I just enjoy working here. The

people here are great. When I'm at work it feels like home away from home," Cobbs said.

It was three years ago when Cobbs began working at the university. Before that she had worked for a insurance company and in a lawyer's office.

The twists and turns that brought her to the university was an odd journey in itself. Cobbs was born in Trinidad and moved to New York City when she was five. Gradually she found her way to Central Florida.

After graduating from Edgewater High in 1982, she attended Valencia Community College for a year and a half, but dropped out to marry her husband, Claude.

Several years later she was wrestling with the idea of returning to school and thought that if she was working at the University of Central Florida it would be easier to attend classes.

She was hired, but still is putting off school.

"One of these days I'm going back to school," she promised.

And when she does, Cobbs hopes to earn a degree in advertising, maybe put her drawing talent to use.

Cobbs looks forward to that day, though she is in no hurry to leave her current job. She plans to remain at least a few more years.

Her co-workers will miss Cobbs when her last day here finally comes.

"I'm glad she's here," Esposito said. "She keeps the office going."



News to Note

UCF joins FSU in quest to improve Indonesia's higher education system

The University of Central Florida along with Florida State University has received a four-year, \$10 million contract to revise the higher education system in Indonesia. The Higher Education Development Support project will promote economic growth in that country by producing a work force of employable graduates.

FSU and UCF applied as a State University System consortium. FSU is the project's prime contractor, and UCF is a subcontractor. They won the contract despite competition from universities in the Big 10 Conference. UCF's participation in the project is in keeping with President John Hitt's goal to further internationalize research and curriculum at the university.

HEDS, funded by the United States Agency for International Development, responds to complaints from Indonesian business executives that graduates lack the necessary skills to compete in the workplace. According to US AID, the average college graduate in Indonesia engages in a job search for up to three years before becoming employed.

The project will improve the teaching capability of universities in disciplines essential to Indonesia's economic growth, such as math, basic sciences and business administration.

Two consultants from UCF and other educators representing FSU will evaluate the higher education system in Indonesia and make recommendations for improvements.

Howard Miles, chair of the UCF chemistry department, left for Indonesia earlier this month. Jack Brennan, a UCF physics professor, had already begun working in the country. The project will help Indonesian universities improve their curricula and teaching methodology in the fields of math, physics, chemistry and biology.

In addition, consultants from the two Florida universities will:

- Develop and implement an up-to-date business administration curricula;
- Develop policies that will foster overall improvement among the universities;
- Design programs to increase the professionalization of teaching, technical and administrative staff; and
- Design programs that will link individual universities to the business community, i.e., getting businesses to establish scholarships, endow departmental chairs and research, participate in career days and engage in research efforts.

Miles, who is no stranger to Indonesia, said that working with the Indonesians to correct their

problems is high on his list of priorities.

"People working together on an international basis is becoming a priority everywhere. You realize that here is a need for it," Miles said.

Subir Bose, chair of the physics department, said that the Indonesians will benefit greatly from Brennan.

"Dr. Brennan has a history of teaching on an international basis. Twice, he has been a Fulbright scholar to the Philippines. Just as he worked diligently in the Philippines, he will work hard to improve the system of higher education in Indonesia," Bose said.

Denise Young, director of UCF's office of international studies, described Miles' and Brennan's willingness to take part in the project as being "mutually beneficial" to Indonesia's universities and UCF.

"These professors are making an incredible contribution to the university system in Indonesia and our university as well," Young said. "They will share their knowledge with those in Indonesia, but UCF will reap benefits from their involvement in this project. For instance, we'll be able to fund several short term consultantships for our faculty."

In addition, extra funding will be awarded to UCF for consultants. UCF has the option of sending other faculty members to Indonesia to assist with the project as the need arises.

A strict selection process was used to obtain the consultants. The criteria for those participating included having the following:

- High levels of technical expertise in areas relevant to the HEDS objective;
- Outstanding management and interpersonal skills;
- Experience with working in an Indonesian culture or one that is similar; and
- A proven track record as a technical consultant in complex situations.

Miles has worked in Indonesia as consultant and visiting professor, and is knowledgeable of the higher education system, particularly in the science fields. In 1986, he was senior visiting scientist for the University of Wisconsin and served as the World Bank consultant in the department of pharmacy at the University of Indonesia. He returned as a World Bank consultant in 1987 to the department of biology at the University of Indonesia, and in 1988 to the Institute of Technology, Bandung, Indonesia.

Miles is an educator and administrator in the field of science. He has taught chemistry at the college level for more than 20 years. From 1978 to

1981, he served as coordinator of the Chemical Sciences Program at Mississippi State University. Miles earned his B.A. in chemistry/math from Birmingham Southern College and his Ph.D. in organic chemistry from Georgia Institute of Technology. Miles is conducting research to find pharmaceutical use for plants that are native to Indonesia. While in Indonesia, he will continue his research in this area.

Brennan has experience in international education and in improving physics instruction. He is a member of the American Association of Physics Teacher Committee: Physics in International Education. He has been awarded two senior Fulbright lecturing grants to the Philippines, 1982-83 and 1989-90. During those 22 months, he taught at three universities and gave workshops for college and high school physics teachers at 10 other universities. In 1985, he was awarded the Southern Philippines Physics Society's "Most Outstanding Achievement Award."

Brennan is involved in efforts to improve the instruction of physics and science at both the college and precollege level. For the last 10 years, he has directed teacher training programs. He has run workshops for teachers at the University of South Florida, Flagler College, Brevard Community College, Seminole Community College and for school boards in Brevard, Orange and Seminole counties.

Brennan has a M.S. in Physics from Worcester Polytechnic Institute and a Ph. D. in physics from Georgia Institute of Technology.

Paul Parker, the chief program coordinator for the HEDS project, and Jack Wolfe, the project's business management advisor, represent FSU.

Parker served as a liaison between the Academic Program and Planning and Budgeting units within the Regents Office and as Bureau Chief at the Community College Board. He has more than 35 years experience in educational institutions and organizations. He has been a consultant to the University of the West Indies, British Development Division and the British Colombian community colleges and universities, and other state systems of education.

Wolfe is an employee of Wu P'i, Inc., an economic development consulting firm in Cambridge, Mass. He has served on the business management faculty at the University of Massachusetts/Amherst since 1965. He was a visiting professor at Tanghai University in China and a Fulbright senior lecturer at universities in Yugoslavia and Spain.

USPS SICK LEAVE POOL APPLICATION

The USPS Sick Leave Pool will have an open enrollment period Sept. 1-30.

To be eligible to join, you must have been employed continuously by the state for more than one year. Full-time employees must have a current balance of at least 64 hours of unused sick leave. Part-time employees must have a proportionate amount based on their FTE. The donated hours will be deducted on the first pay period following the end of the open enrollment period. Return your completed application form to university personnel services no later than Sept. 30. If you have any questions, please call Deborah Evans, x2771.

Name: _____ SS#: _____
Dept.: _____ Ext.: _____
Date of UCF employment: _____
If transferred from another state agency, print date or employment with that agency: _____

I, hereby, authorize the transfer of 16 hours of sick leave or a proportionate amount based on my FTE from my sick leave account to the Sick Leave Pool.

SIGNED: _____
(Applicant) (Date)

Note: Applications are accepted in March and September only.

Faculty/A&P Sick Leave Pool September Open Enrollment

The Faculty/A&P Sick Leave Pool will have an open enrollment period through the month of September. Please send your application form to the Office of Academic Affairs no later than September 30. Should you have any questions, please call x2496.

TO: Dr. Frank Juge, Office of Academic Affairs
Faculty and A&P Sick Leave Pool Application

NAME _____
SS# _____ Department _____
Date of UCF employment _____ Ext _____

I have read the procedure for the UCF Faculty and Administrative and Professional Sick Leave Pool and agree to abide by its terms. The transfer of 8 hours of sick leave from my sick leave account to the Sick Leave Pool is hereby authorized.

SIGNED _____
(Applicant) (Date)

Construction booming on campus

15 projects currently underway or planned

Workmen have completed remodeling the third floor of the administration building and have since dragged their hammers and saws to the building's ground level.

The building's remodeling project, which is scheduled to be completed in April, is one of 15 currently planned or in progress on campus.

One of the most visible projects, work on the chemistry building, is scheduled to be completed Oct. 1 after nearly two years.

Some of the other construction projects are connecting water lines on Libra Drive, expanding the Computer Center and physical plant, remodeling the humanities and fine arts building, and adding to the Early Childhood Center.

A breakdown of those projects is listed.

Campus construction/landscaping projects

Project number	Project name	Start Date	Completion Date	Comments
15	Student union	To be announced	Undetermined	Bid date set for December
16	Portables relocation	October	December 1993	Move October 16
16A	Portables	This month	December	Project on schedule
18	Student apartments	To be announced	Undetermined	Bid date set for November
21	Chemistry building	February 1991	October	Scheduled to be completed Oct. 1
25	Arena phase II parking	July	Undetermined	Bid date set for December
35	International Student Center	To be announced	Undetermined	Selection in progress
40	CREOL	November	December 1993	Bid date set for December
43	Lift station for student union	To be announced	Undetermined	To be included with the student union
47	Administration building remodel	May	April 1993	Construction in progress
51	Humanities and fine arts remodel	May	April 1993	Construction in progress
53	Physical plant expansion	July	Undetermined	Design in progress
54	Early childhood addition	July	Undetermined	Design in progress
55	Computer Center expansion	July	Undetermined	Design in progress
56	Libra Drive water line	September	October	Connect the existing water line into the main 16 inch line to increase water pressure and flow

SENATE, continued from page 1

that fiscal year began.

The pay raise issue was one of several the president discussed with the Faculty Senate. Despite the state's floundering economy, UCF has dodged many problems, he said.

"It seems like the last three years of my life it's been one budget crisis after another," he said.

When he took over as interim president at the University of Maine before joining UCF, Hitt inherited a budget problem similar to the current one in Florida. Universities in Maine and several other states are suffering much more than UCF is, he said.

HITT, continued from page 1

therapy, which was made possible through a remarkable partnership with the health-care-provider community.

The new academic year finds us stronger than we feared last spring when the "Reality Budget" hovered over us like a specter from a bad dream, but certainly weaker than we had hoped — or than UCF deserves to be. Once again, the funding formulae have worked their dark magic and continued UCF's position as the worst funded of the nine SUS institutions.

As events unfolded in Tallahassee this summer, the appropriation legislation rewarded upper-division enrollment growth. Following directives from the chancellor's staff, President Altman and Interim President Bryan held UCF's enrollment level last year. We had no growth, and, thus, got little new funding — about \$3 million when all was said and done. Were it not for Chancellor Reed's last-minute intervention, we would have suffered even more: he directed an adjustment that gave UCF \$439,000 in additional funding. While we believe that UCF merited about twice that, we were the only campus to receive additional funding in the last-minute adjustment, and those dollars had to be taken from preliminary allocations to the other eight campuses. I appreciate the Chancellor's support on this difficult issue, and I will continue to discuss with him UCF's ongoing concern about our share of SUS funding.

A number of colleagues have asked about the increase in the number of class sections we offered this fall. This decision recognized three compelling facts. First, we needed to offer more classes to serve

"It's worse in a lot of places than it is here," Hitt said. "But it's hard to be grateful for negative blessings."

Hitt pointed out that grant and contract activity as well as donations to the university last year set records. "We're making even in these tough times real progress," he said. "And that's due to the hard work and dedication of our faculty and staff."

But, he added, "We're not sitting pretty. We're in a stressed situation, and it doesn't seem to me that it's going to get better this year."

UCF, which currently is the State University System's poorest funded university, will likely face another tight year financially, Hitt said.

"It's simply unfair and not right

that we have the least amount of funding," Hitt said.

University funding is determined by a complex formula. Because of that formula, UCF is \$6 million to \$7 million short of average in terms of funding among the nine universities in the SUS.

"If we could get to the average, just the average, it would make a difference in what we can do in terms of quality," Hitt said. "UCF is not getting the funding it should, and something needs to be done about that."

No one is questioning the fine work being accomplished at UCF or the need of having a university in Central Florida, he said, but in order to change the funding system there must

be high-profile advocates speaking out on behalf of the university.

Hitt said community leaders in Central Florida are beginning to do just that. The reputation of Orlando and the surrounding area is reflective of the quality of UCF, he said.

"There's never been a great city without a great university. If Orlando is to reach its destiny as the nation's next great city, we have to have a great university," Hitt said.

He said he is confident that UCF will continue to excel and will one day be recognized as one of the nation's outstanding universities.

"The real task for us is to face our problems head on," Hitt said, "but not to be overwhelmed by them."

returning students. We have an obligation to do our best to allow students to make good progress toward their degrees. We must address by deeds the unflattering "You Can't Finish" slogan applied so frequently to UCF. Second, for reasons made painfully obvious by last year's events, we needed to resume a pattern of orderly growth. Addition of even a few hundred students required more class sections. Finally, the data we use to predict student semester hour production, revealed that we risked falling below target on tuition revenue for the second consecutive year. Last year we missed our target by about \$1.3 million. Projections were that this year the amount could well be \$1.6 million. Our shortfall last year meant that in May we had to return \$540,000 to the SUS. We just can't afford to do that again. We need every dollar we have been appropriated right here at UCF!

For all the reasons stated above, we have allocated about \$300,000 for new class sections this year. I thank all who helped accomplish the formidable task of staffing and scheduling about 100 new sections for the fall semester. Most of the burden of offering these sections fell on the College of Arts and Sciences, and I particularly appreciate the work of the college's department chairs and the dean and his staff in meeting this challenge. Beyond the burden of the new sections, everyone is working harder to meet the needs of a growing student body. Section sizes are still growing, and advising loads increasing. I doubt many in our state realize the task you have taken on in serving more students with fewer resources — and without raises in two years. UCF people are remarkably dedicated, and I will do all I can to see that your efforts are properly recognized and rewarded.

There is no shortage of problems and concerns at UCF. Yet we have undeniable strengths, the greatest of which is our people — faculty, staff, students, alumni and friends. We also have the tremendous advantage of being in America's next great city. I seldom miss an opportunity to remind Orlando's leaders that there has never been a great city without a great university. UCF will be Orlando's great university. Building our university from excellence to true greatness is a task that will call for our best efforts, but what a wonderful opportunity it is!

To move toward greatness in a time of scarce resources requires more than hard work. We will need to tap increasingly the tremendous creativity of our university community. One way we will do this is by offering selected units the opportunity to establish quality management projects. These will focus our energies on improving the satisfaction of all whom we serve through projects that strive for continuous improvement of our services. Many universities have tried this new approach and found it very helpful. Quality management offers real opportunities for UCF. I will share more information about this program with you in the months ahead, but I wanted at least to introduce it to you in this first column of the year.

The year is off to a very good start. Thanks to all who have worked so hard and well to accomplish that. Special thanks as well for the wonderfully warm reception the entire UCF community has given Martha and me. From our first day here you have made us feel part of UCF.

John C. Hitt
President

Classified

For sale

Car, '78 Olds Cutlass Supreme, runs good, looks good, P/S, P/B, A/C, stereo. \$1,500. x2359 or 678-1890.

Car, '91 Isuzu Stylus, P/S, P/B, stereo cassette, A/C, excellent condition. \$8,000. x2359 or 678-1890.

Computer, Macintosh Plus, 40 meg hard drive, 2 meg RAM, deluxe carry case, lots of software. \$700/offer. Richard, x3863.

Hide-a-bed, queen-size mattress. Excellent condition. Light color fabric. \$100. Freda, x2678, or 365-3084.

Home, 3/2, loaded with extras, 9 percent assumable mortgage, no qualifying. 657-4101.

House, 4/2 split plan, Oviedo (Division Street), screened-in pool w/ lap lane, french doors, large patio, new A/C, new paint, new rugs, ceramic floor tile, lush landscaping. Joe, 365-9090.

Keyboard, Casio MT-205. Complete w/ rhythm, instrument and memory functions. \$50 or best offer. Richard, x3358.

Refrigerator, side-by-side, works great. 21 cu. ft. General Electric. \$100. Freda, x2678 or 365-3084.

Special items, antique sofa, \$250. Brass (painted antique white) plus glass (4) shelves, \$50. Ludwig snare drum (w/ case, stand), \$100. He-Man figures, vehicles collection, \$35. Solid oak w/ diamond grain design coffee table, 66 in. by 24 in., \$40. All prices firm. Mary, x4663.

Trailer, 3/2, 12x60 on half acre lot. Screened porch, close to schools. Good condition. Owner financing available. \$32,500 or best offer. 282-0276, after 6 p.m.

Truck bed liner, 73 in. by 55 in., fits GMC or Chevy. \$50 or best offer. 275-1551.

Typewriter, portable, electric, like new. \$50. Margaret, x2676, or x2601.

Waterbed, queen, w/ mattress, heater, padded rails. Dark wood w/ bed posts. \$225 or best offer. x5970 or 365-5652.

Wedding gown, designer label, elegant traditional style, white satin, portrait neckline, bodice and fingertip sleeves beaded, lace appliqued shirt w/ train. Size 14/16 (easy to alter); crinoline included. \$500 or best offer. 699-9536.

Weider weight bench, w/ adjustable incline back rest for

bench press, leg exercises, and barbell bar w/ 200 lbs of steel weights. Sell as set only. \$150. 657-2436.

Word processor, Brother WPIL Paid \$450, used twice. Asking \$225. x2359 or 678-1890.

For rent

Duplex, 2/1 in the Maitland/Fern Park area, on cul-de-sac. Storage area, washer/dryer. Available after Sept. 30. Move-in date negotiable. \$450 mo. w/ \$450 deposit. No smokers/no pets. Judy, x5544 or 339-2043, evenings.

House, 3/1 with garage, large in-ground pool, central heat/air. 5 miles from UCF. Pest and pool service supplied. \$630 mo. 282-4576, after 6 p.m.

Miscellaneous

Dogsitter, please take Ezra into your home while I'm away Oct. 28-Nov. 12. He's small, 12 pounds. A Benji look-alike. Ezra loves people, children, has been obedience trained and will be a perfect house guest. I will gladly pay for his stay with you. Joanna, x5504.

Kittens, gray striped 2 females, 1 male, healthy, litter trained, 3 months old. Free. Betti, 282-7681.

Calendar

Courses:

Personnel services is offering the following. For information, call x2771.

- Wednesday, Sept. 23, **Learn to Cope**, 10 a.m.-noon.
- Friday, Sept. 25, **Interviewer Certification — Phase I**, 10 a.m.-noon.
- Tuesday, Sept. 29, **New Employee Orientation**, 8:45 a.m.-2 p.m.
- Wednesday, Sept. 30, **Purchasing Procedures**, 10-11 a.m.
- Wednesday, Sept. 30, **Purchasing Procedures**, 2-3 p.m.
- Tuesday, Oct. 6, **Forms, Forms, Forms**, 9-11 a.m.
- Tuesday, Oct. 6, **Grant Funding Sources**, 3-4 p.m.
- Wednesday, Oct. 7, **Travel Procedures**, 9-11 a.m.
- Oct. 8, **Departmental Ledgers**, 9-11 a.m.
- Oct. 8, **Grant Proposal Writing**, 3-5 p.m.
- Oct. 13, **New Employee Orientation**, 8:45 a.m.-2 p.m.
- Oct. 16, **Preventing Sexual Harassment**, 10-11:30 a.m.
- Oct. 21, **English Review**, 9:30 a.m.-noon.
- Oct. 21, **Parenting — A Balancing Act**, 2-4 p.m.
- Oct. 27, **New Employee Orientation**, 8:45 a.m.-2 p.m.
- Nov. 2, **Proofreading Techniques**, 1:30-3:30 p.m.
- Nov. 4, **The Care and Feeding of Grants**, 2-4 p.m.
- Nov. 10, **New Employee Orientation**, 8:45 a.m.-2 p.m.
- Nov. 12, **Taming the Telephone**, 2-4 p.m.
- Nov. 13, **Interviewer Certification — Phase I**, 10 a.m.-noon.

Instruction and research support is offering the following. For information, call x2713.

- Wednesday, Sept. 23, **Introduction to LAN**, 9-11 a.m.
- Wednesday, Sept. 23, **Introduction to CMS**, 1-3 p.m.
- Thursday, Sept. 24, **Dialup**, 9-11 a.m.
- Wednesday, Oct. 7, **Intermediate LAN**, 9-11 a.m.
- Wednesday, Oct. 7, **Introduction to SPSS**, 1-3 p.m.
- Oct. 8, **Introduction to LAN**, 1-3 p.m.
- Oct. 8, **BITNET & Internet**, 9-11 a.m.
- Oct. 14, **Intermediate LAN**, 1-3 p.m.
- Oct. 14, **Introduction to SAS**, 9-11 a.m.
- Oct. 15, **Introduction to LAN**, 1-3 p.m.
- Oct. 21, **Introduction to SAS**, 1-3 p.m.
- Oct. 21, **Intermediate LAN**, 9-11 a.m.
- Oct. 22, **Introduction to CMS**, 9-11 a.m.
- Oct. 28, **Advanced LAN**, 9-11 a.m.

The Institute of Government is sponsoring the following. For information, call 423-6335.

- Saturday, Oct. 3, **Effective Advisory Boards: Making a Difference**, 9 a.m.-3 p.m.
- Tuesday, Oct. 6, **Dealing with Angry People**, 9 a.m.-4 p.m.
- Oct. 8, **Parliamentary Procedure**, 9 a.m.-4 p.m.
- Oct. 8, **Secretarial Development Program**, 9 a.m.-4 p.m.
- Oct. 22, **The Magic of Conflict**, 9 a.m.-4 p.m.
- Nov. 5, **Secretarial Development Program**, 9 a.m.-4 p.m.
- Nov. 12, **Developing Leadership Skills**, 9 a.m.-4 p.m.
- Nov. 17, **Better Writing Made (Almost) Painless**, 9 a.m.-4 p.m.
- Nov. 19, **Presentation Skills**, 9 a.m.-4 p.m.

The International Center for Management and Executive Development is offering the following courses. For information, call x2446.

- Sunday, Sept. 27-Oct. 10, 1992 **Appraiser's Conference**.
- Oct. 26-30, **Train-the-Trainer**.
- Nov. 2 and 3, **Effective Nursing Management**.
- Nov. 11, eighth annual **Tax Conference**.
- Dec. 10 and 11, **Effective Purchasing Management**.

A series of INFOZAP CD-ROM classes will be held in the UCF Library, room 235A. Each session is 50 minutes. Prior registration is not required.

- Wednesday, Sept. 23, **Compact Disclosure**, noon.
- Thursday, Oct. 1, **Social Science Index**, 1 p.m.
- Friday, Oct. 2, **LEXIS-NEXIS**, 11 a.m.
- Wednesday, Oct. 7, **Dissertation Abstracts**, 4 p.m.
- Oct. 8, **Humanities Index**, noon.
- Oct. 13, **Academic Abstracts**, 4 p.m.
- Oct. 15, **Medline**, noon.
- Oct. 20, **Business CD-ROMs**, 3 p.m.
- Oct. 22, **Applied Science & Technology Index**, noon.
- Oct. 27, **Compact Disclosure**, 3 p.m.
- Oct. 29, **PsycLIT**, 5 p.m.

Exhibits:

The following will be on display in the library through September:

- **Graphic Design Student Works**, by Jagdish Chavda, art department.
- **Spain in America**, by Maria Redmon and Jose Fernandez, department of foreign languages.
- **Friends of the Library**, by Chris Kaisler and Andrea Von Jares, library.
- **The Mystery Ships**, by Marty Stein.

Lectures:

- Oct. 19, author **Joseph Heller** will give a lecture at the Student Center auditorium

at 8 p.m. A reception will be in the faculty dining room at 7 p.m., with reserved seating for the lecture, for \$7.50.

Miscellaneous:

- Beginning this month, the **UCF Bowling League** will be in full swing for 36 weeks. Information, call Gordon Young, x2725.
- AFSCME UCF Local 3345 will host a **Get to Know-Your-Union social** on Thursday, Sept. 24, in the president's board room, 11 a.m.-2 p.m. Council 79 representative Jim Gates and the UCF Local officers will be on-hand to answer questions. Refreshments will be served. No formal presentation is planned.

Seminars:

- Saturday, Sept. 26, student affairs will hold a **Leaders' Seminar** for leaders and officer representatives of student organizations. It will be held 9 a.m.-3:30 p.m. For information, call x5107.

The Small Business Development Center is sponsoring the following. For information, call x5553 or x5554.

- Thursday, Sept. 24, **Steps to Starting Your Own Business**, step two, 5:30-8:30 p.m.
- Thursday, Sept. 24, **Intro to International Business**, 9 a.m.-noon.
- Monday, Oct. 5, **Government Contracting Basics**, 5:30-7:30 p.m.
- Oct. 8, **Short & Long Range Planning**, 9 a.m.-noon.
- Oct. 13, **Product Innovation**, 9 a.m.-noon.
- Oct. 15, **Understanding and Using Financial Records**, part two, 9 a.m.-noon.
- Oct. 20, **Increasing Sales**, part two, 9 a.m.-noon.
- Oct. 22, **Intro to International Business**, 9 a.m.-noon.

User services is offering the following seminars. For information, call x5117.

- Monday, Sept. 28, **Introduction to WordPerfect 5.1**, 9 a.m.-4 p.m.
- Monday, Oct. 5, **Introduction to Lotus 1-2-3**, 9 a.m.-4 p.m.
- Oct. 9, **Introduction to the Disk Operating System**, 9 a.m.-4 p.m.
- Oct. 16, **Introduction to dBase III+**, 9 a.m.-4 p.m.
- Oct. 19, **Advanced Disk Operating System**, 9 a.m.-4 p.m.
- Oct. 23, **Intermediate WordPerfect 5.1**, 9 a.m.-4 p.m.
- Oct. 26, **Intermediate Lotus 1-2-3**, 9 a.m.-4 p.m.
- Oct. 29, **Introduction to the Disk Operating System**, 9 a.m.-4 p.m.
- Oct. 30, **Introduction to Personal Computers**, 9 a.m.-noon.
- Nov. 2, **Advanced WordPerfect 5.1**, 9 a.m.-4 p.m.
- Nov. 6, **Introduction to Lotus 1-2-3**, 9

- a.m.-4 p.m.
- Nov. 9, **Introduction to WordPerfect 5.1**, 9 a.m.-4 p.m.
- Nov. 18, **Advanced Disk Operating System**, 9 a.m.-4 p.m.
- Nov. 19, **Intermediate WordPerfect 5.1**, 9 a.m.-4 p.m.

The Center for Executive Development is offering the following seminars. For information, call x2446.

- Thursday, Sept. 24-Dec. 3, **Effective Purchasing & Materials Management II**, 6-9 p.m.

The chemistry department is offering the following seminars. Each will be held in CHM 202 at 4 p.m. unless otherwise specified. They are open to all. For information, call x2246.

- Wednesday, Sept. 23, **Ultrasound, Principles & Applications**, by Kathy Czapleski, UCF.
- Wednesday, Sept. 30, **Heterogeneous Oxidative Catalysis**, by Mike Murray, UCF.
- Wednesday, Oct. 7, **Zeolites & Gasoline**, by David Chapman, W.R. Grace Co.
- Oct. 14, to be announced.
- Oct. 21, **Chemotherapeutic Agents for AIDS**, by Hyun Park, UCF.
- Oct. 28, to be announced.

Workshops:

The Institute of Government is offering the following Level II: Administrative Aspects Code Enforcement Certification Training Workshops. For information, call x6335.

- Wednesday, Oct. 7, **Organization of the Enforcement Unit**, 9 a.m.-1 p.m.
- Oct. 28, **Records Management**, 1-5 p.m.
- Nov. 10, **Personnel Issues and Performance Management**, 8 a.m.-5 p.m.
- Nov. 17, **Stress Management**, 9 a.m.-noon.
- Nov. 17, **Time Management**, 1-4 p.m.

The UCF Report

The UCF Report is a publication of the department of public affairs, division of university relations, University of Central Florida, P.O. Box 25000, Orlando, FL 32816, (407) 823-2504. Publication of announcements and official memoranda about university policy and procedures in *The UCF Report* constitutes official notice to faculty and staff.

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